Alesco Student Management and Support Policy

Scope

This policy relates to all staff and students of Alesco Secondary College.

Purpose

This policy outlines the clear requirements for students to maintain enrolment at Alesco. The policy also provides clear guidelines to staff regarding thao-0 g Coasayfahaaro-0 gshay C8-2.3 (t)4 .616ltroah2so-0 gf4 Alesco, particularly concerning those at risk of withdrawal.

The purpose of this policy is to:

- x Ensure consistency in procedures regarding interventions for student behaviours that are not in line with Alesco's philosophy or policies.
- x Provide clear information to students and parents regarding student management, including consequences of ongoing or severe breaches of Alesco's philosophy or policies.
- x Provide students and parents with a clear outline of potential strategies utilised by the school to support the management of student behaviours.
- x Provide clear information to students and parents regarding restricted activities either by law or legal age, including but not limited to weapons, alcohol, drugs, and driving.
- x Provide clear information to students and parents regarding student property, including but not limited to mobile phone use, clothing, and access to student records.
- x Provide clear information to students and parents regarding student leadership opportunities.
- x Provide clear information to students and parents regarding student feedback, evaluations, and complaints.

Definitions

Suspension and expulsion terminology:

In alignment with Alesco's school model based on principles of adult learning, inclusivity, and mutual respect, the terms expulsion and suspension are replaced with Withdrawal and Time Out, respectively.

Withdrawal – Refers to the removal of a student's placement at Alesco. Withdrawal may be the result of either a oneoff incident of serious behaviour, or the culmination of several attempts at intervention or support for less serious behaviours, students not meeting participation expectations, hol2-

Other terminology:

Delegated Authority –

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HoC – The Head of Campus holds the delegated authority of the Principal in student management and support matters. Some management outcomes are required to be completed in consultation with the Principal or Deputy Principal.

SWO –

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Bullying and harassment refer to the repeated and deliberate mistreatment of another student. This extends discrimination based on race, sex, sexual orientation, gender, religion, and physical or intellectual disability. Examples of bullying and harassment include but are not limited to:

- x   Verbal e.g., constant name calling, teasing, threats, bigoted language, consistent rudeness.
- x   Physical e.g., hitting, spitting, tripping, using physical size as a source of intimidation.
- x   Social or psychological e.g., repeated ignoring, alienating, spreading rumours, 'dirty' looks, malicious digital messages such as texts and social media messages.

Violence and aggression, inclusive of threats

Violence and aggression refer to the deliberate physical harm or intimidation of another student. This definition extends to threats of violence or aggression, inclusive of those extended via text or online messaging. Examples of violence and aggression include but are not limited to:

- x   Physical harm e.g., punching, hitting, use of weapon on a person, use of any item as a weapon.
- x   Physical intimidation e.g., use of body or size of body to scare or threaten another student, including raised fists, standing over another student threateningly etc.
- x   Threats of violence e.g., in person or messaged threats of fights, assaults, or threats on life.
- x   Instigation of violence e.g., including external people in violence or aggression towards a student, organising fights etc.
- x   Sex3 1 Tf 0.457 0 Td ( )Tj /TT0

student remains unable or unwilling to positively engage in their schooling, Alesco may begin behaviour management proceedings.

Some examples of failing to positively engage with education include but is not limited to:
- x Consistent absences (refer to Alesco Student Attendance Policy and Procedure)
- x Consistent lack of engagement in classwork, despite reasonable adjustments being made.
- x Consistent and deliberate disregard of school rules and staff directions.
- x Consistent disruptive behaviour despite reasonable adjustments being made.

3c) Exemption from School: Potential Harm to Self or Others

Alesco supports a diverse group of students, including many students with mental health needs and other wellbeing vulnerabilities. As such, Alesco places great importance on supporting the psychological safety of collective group of students.

If a student is deemed at risk of physically or psychologically harming others, or unable to maintain their own safety on campus, they may be asked to take leave until an individual support plan can be created or review

The creation and review of such a plan would be completed collaboratively with the student, parent/carer, and SWO.

A student may be placed on leave under circumstances including but not limited to:
- x Disclosure to staff of thoughts of self-harm or harm to others.
- x Disclosure to staff of intent to self-harm on campus.
- x Disclosure to staff of suicidal ideation or suicide attempt.
- x Actioning self-harm on campus e.g., using sharp implements to scratch or cut self, behaving dangerously near roads, using hot items to burn self e.g., glue gun, kettle etc.
- x Involvement of peers in self-harm or suicidal ideation e.g., messaging or sending images-harm self
- x Making threats of harm to another person either in person or via social media.
- x Use of self-harm or suicidal threats as a coercive tool in peer relationships.

In the event that an acute mental health emergency occurs on campus, staff will follow the relevant process.

Where a student is afforded support and adjustments but is continually unable to maintain their safety camp the school reserves the right to place the student on a work from home plan, extended leave, or attendance plan. Where deemed necessary for the safety of all staff and students, the school reserves the right to withd the student's placement.

4. Student Management and Support Methods

Depending on the type and severity of the presenting behaviours or issues affecting student engagement, well as reflection on student needs and capacity, HoC and SWO may choose to enact one or several options for

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4d) Respect Contract

In situations where conflict may have arisen between students, both parties may be offered the chance to sign a contract agreeing to civility. This strategy allows students space from each other and an opportunity to build other positive relationships in the school. Contracts that may be offered include but are not limited to:

- x External Behaviour Mutual Respect Contract – used for conflicts/behaviours/incidents occurring outside of school hours.
- x Mutual Respect Contract – used for conflicts/behaviours/incidents occurring during school hours.
- x Online and Phone Mutual Respect Contract – used for conflicts/behaviours/incidents that occurred or have been caused by the use of social media or phone use.
- x No Contact Contract – used when contact between students will place both at high risk of exhibiting behaviours that would warrant withdrawal.

4e) Formal Verbal Warning

Where earlier intervention strategies have not been effective in student management and support, a formal verbal warning of the risk of time out or withdrawal will be made. This verbal warning will be provided to both the student and their parents/carers. This warning may be issued via either an in person meeting with all parties, including the student, or via phone call to parents/carers followed by an in-person discussion with the student.

4f) Written Warning

Where earlier intervention strategies have not been effective and/or a formal verbal warning is seen by the H as an inadequate response to the management or supo m11.1 (e)6.9 ( )]TJ -0.002(n)-4.4 (nt)n nn nequa12(

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9. Student Feedback

Students are entitled to provide feedback to the school whenever they may choose. If students have any concerns about the school, in the first instance, they are invited to provide direct feedback directly to the HoC or SWO. Where this is not possible or the student feels unable to express their views, they may be able to provide their feedback in alternate ways.
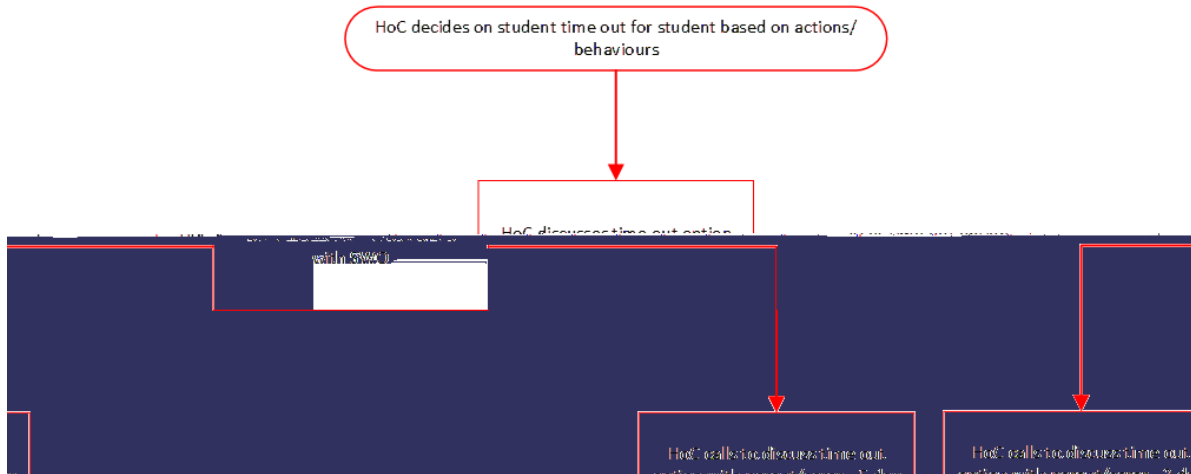
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Student Time Out Process Map

HoC decides on student time out for student based on actions/behaviours

HoC discusses time out option with SWO

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